



Governor's Affirmative Action Policy Committee

Annual Report 2003

February 2004



STATE OF WASHINGTON
DEPARTMENT OF PERSONNEL

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The year 2003 has been very eventful, both in accomplishment and in anticipation. Our focus has been primarily inward – seeking to bring the Committee up to full size and getting operations moving again. At the same time we have been awaiting the much delayed, detailed occupational data from Census 2000 in order to update state “availability” determinations.



Rob Fukai

The Committee met on July 30 and October 29, 2003, and again on February 4, 2004. I am pleased to report that rebuilding of the Committee is picking up steam and progressing at a healthy pace. This report provides a good synopsis of workforce changes over the past year as well as the 5-year impact of Initiative 200 on our program. When these signs are coupled with recent U.S. Supreme Court decisions regarding the University of Michigan and its Law School, I can say with confidence that our affirmative action program is alive and well!

There are many challenges facing us in the new year, however:

- New census data will substantially increase the availability of race and ethnic affected groups and this means we must redouble our recruiting efforts just to keep pace.
- The detailed occupational data from Census 2000 will necessitate a major upgrading of our affirmative action software program.
- The capacity for multiracial designations under Census 2000 must be reconciled in terms of traditional affected groups in order to ensure stability within our program.
- As this report shows, the number of persons with disabilities continues to decline within state government – even during workforce expansion.
- Finally, the Committee is concerned regarding the absence of a definition in state law to undergird affirmative action for the affected group “persons with disabilities.”

There follows our report; we hope that it will provide readers a positive overview of where we’ve been while shedding light on the road ahead.

And last, but certainly not least, let me express my appreciation to the GAAPCom Committee, to Gene Matt, Director of the Department of Personnel, and to our staff members for their dedication, hard work, and passion for diversity.

Sincerely,

Rob Fukai
GAAPCom Chair

GAAPCom Report — 2003

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General Government

Diversity by Agency Size

AGENCY	Percent Minority		Minority Count		Total Count	
	Jan 04	Jan 03	Jan 04	Jan 03	Jan 04	Jan 03
Staff = 100 to 399						
Financial Institutions	30.3	26.5	43	36	142	136
Lottery	22.2	22.7	32	32	144	141
Health Care Authority	21.6	18.9	55	50	255	265
Financial Management	20.4	20.5	21	23	103	112
Insurance Commissioner	19.8	20.2	37	37	187	183
Retirement Systems	19.3	20.4	48	56	249	275
Utilities/Transportation Commission	18.6	18.7	27	29	145	155
Military	17.8	17.8	46	45	259	253
Community/Trade & Econ. Dev.	17.0	19.0	56	63	329	331
Personnel	16.0	16.3	32	33	200	202
Board of Industrial Insurance Appeals	14.8	14.6	23	23	155	158
Gambling Commission	14.6	16.5	27	29	185	176
Superintendent of Public Instruction	14.5	13.5	49	44	339	325
State Auditor	13.6	12.6	42	39	308	309
Secretary of State	10.5	10.0	26	25	248	249
Staff = 400 to 899						
Veterans Affairs	28.2	28.5	161	158	570	554
General Administration	20.0	19.3	123	117	615	605
Information Services	16.9	17.1	70	72	414	421
Agriculture	12.7	13.0	64	64	502	493
Parks & Recreation	7.9	7.8	43	39	543	503
Staff = 900 to 1599						
Licensing	21.9	21.3	265	254	1208	1194
Revenue	16.9	16.1	177	159	1048	990
Liquor Control Board	13.9	13.0	128	121	919	928
State Patrol	13.6	13.3	139	139	1019	1048
Health	12.8	13.4	160	163	1253	1216
Attorney General	11.5	11.3	129	126	1119	1111
Ecology	10.6	10.0	153	146	1448	1461
Fish & Wildlife	8.0	7.9	123	121	1544	1541
Natural Resources	6.1	6.3	80	85	1320	1352
Staff = 1600 Plus						
Employment Security	30.5	30.2	620	619	2035	2053
Social & Health Services	22.4	22.4	3841	3860	17149	17249
Corrections	15.7	15.4	1179	1134	7489	7342
Labor & Industries	15.4	15.0	391	388	2539	2581
Transportation	10.5	10.3	571	559	5436	5430

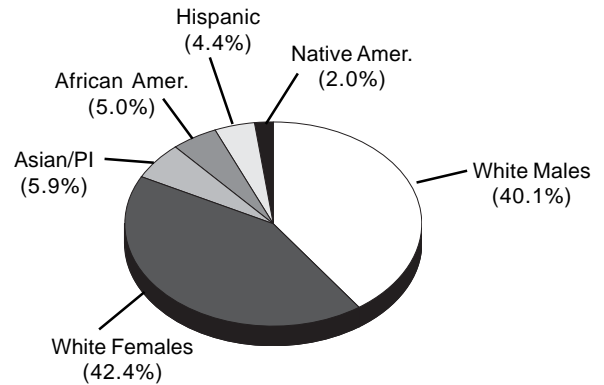
Diversity by Job Category*

The workforce in general government agencies of the state has continued to diversify in terms of race and ethnicity since implementation of Initiative 200 in December 1998. The workforce expanded by 3435 employees (approximately 7%) while People of Color have increased approximately 12 % over this same period. All people of color categories have increased except Native American which declined slightly. Per Census 2000, this group also declined from 1.6 to 1.4 percent of the state population.

The past 5 years have shown a continuing decrease in representation by Persons with Disabilities in the state workforce, both as a percent of the workforce and in actual numbers. The only discernible cause for this decline is, perhaps, retirements. Because the incidence of disability increases with age, it is believed that this decline can largely be attributed to the age differential between persons retiring and their replacements entering the workforce.

The number of Vietnam-Era Veterans in the state workforce has declined more than 15 percent over the past five years. We anticipate further reductions in this affected group as it ages.

January 2004



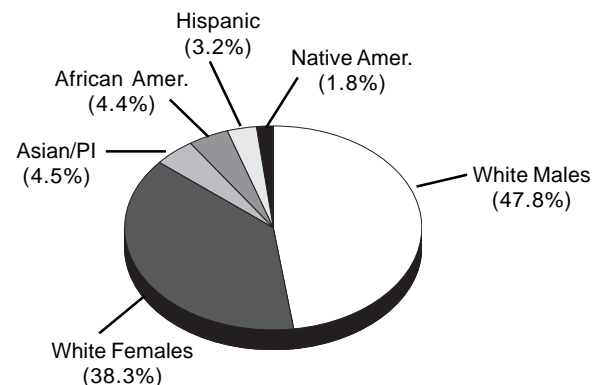
Workforce Overall

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	38485	73.3	38153	72.7	34651	70.6
Persons w/Disabilities	2859	5.4	2995	5.7	3195	6.5
Vietnam-Era Veteran	4139	7.9	4342	8.3	4878	9.9
Disabled Veteran	678	1.3	654	1.2	599	1.2
Women	27278	51.9	27293	52.0	25451	51.8
Black	2646	5.0	2627	5.0	2401	4.9
Asian/PI	3122	5.9	3055	5.8	2617	5.3
Hispanic	2319	4.4	2295	4.4	2044	4.2
Native American	1066	2.0	1091	2.1	1082	2.2
Total Minority	9153	17.4	9068	17.3	8144	16.6
Caucasian	43382	82.6	43401	82.7	40956	83.4
Total	52535		52469		49100	

Within the general government workforce, almost one employee in eight is in the Officials and Administrators job category. More than 75 percent of state managers are in the Washington Management Service (WMS) and about 7.5 percent are in the Exempt Management Service (EMS).

This past year saw a decline of 136 managers. Since I-200, People of Color and Women have increased their percentage of the managerial workforce, however, both groups declined in total numbers over the past year.

January 2004



*General Government agencies only

When compared to their overall workforce participation, women are 14 percent underrepresented in the managerial ranks and the corresponding number for people of color is 20%.

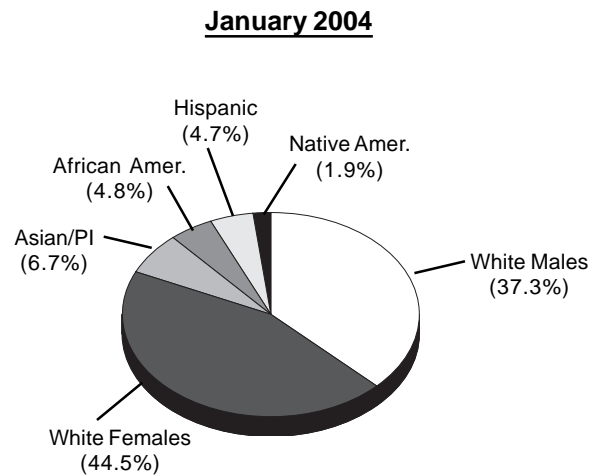
Officials & Administrators

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	5610	86.4	5699	86.0	4568	85.8
Persons w/Disabilities	298	4.6	325	4.9	300	5.6
Vietnam-Era Veteran	628	9.7	677	10.2	705	13.2
Disabled Veteran	74	1.1	78	1.2	63	1.2
Women	2907	44.8	2964	44.7	2277	42.7
Black	284	4.4	281	4.2	228	4.3
Asian/PI	291	4.5	301	4.5	214	4.0
Hispanic	207	3.2	219	3.3	177	3.3
Native American	119	1.8	109	1.6	79	1.5
Total Minority	901	13.9	910	13.7	698	13.1
Caucasian	5590	86.1	5717	86.3	4629	86.9
Total	6491		6627		5327	

Close to one-half of the general government workforce occupy positions in the Professional job category – jobs generally requiring a 4 year college degree or its equivalent in experience. Chief among these are Social Workers (9.8% of the category), Information Technology Specialists (9.4%), and almost 1300 Transportation Engineers (5.3% of the job category).

Washington state also has more than 1400 Financial Service Specialists; 700 Financial Analysts; and almost 700 Support Enforcement Officers. Participation of women and people of color in the Professional job category slightly exceeds their overall representation in the workforce.

Since implementation of Initiative 200, the total number of Persons with Disabilities has increased slightly in the Professional job category – an exception to their overall decrease in the workforce.

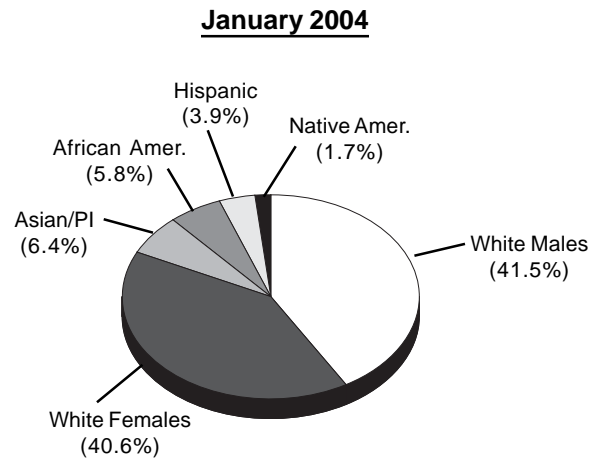


Professionals

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	17688	73.7	17233	73.1	15258	72.8
Persons w/Disabilities	1309	5.5	1337	5.7	1298	6.2
Vietnam-Era Veteran	1897	7.9	1947	8.3	2104	10.0
Disabled Veteran	349	1.5	325	1.4	271	1.3
Women	13199	55.0	12861	54.6	11032	52.7
Black	1162	4.8	1140	4.8	907	4.3
Asian/PI	1603	6.7	1518	6.4	1240	5.9
Hispanic	1131	4.7	1078	4.6	826	3.9
Native American	460	1.9	462	2.0	406	1.9
Total Minority	4356	18.1	4198	17.8	3379	16.1
Caucasian	19659	81.9	19367	82.2	17571	83.9
Total	24015		23565		20950	

Approximately one state worker in eleven is a Technician. Chief among these are Transportation Technicians (9.8%); Mental Health Technicians (9.2%); and Information Technology Technicians (8.3%).

The participation of racial minorities in this job category (17.9%) slightly exceeds their overall representation in the state workforce of 17.4%. Women are underrepresented when compared to their overall representation (49.5% vs. 51.9%), however, the total number of female technicians has increased by 147 since implementation of Initiative 200.



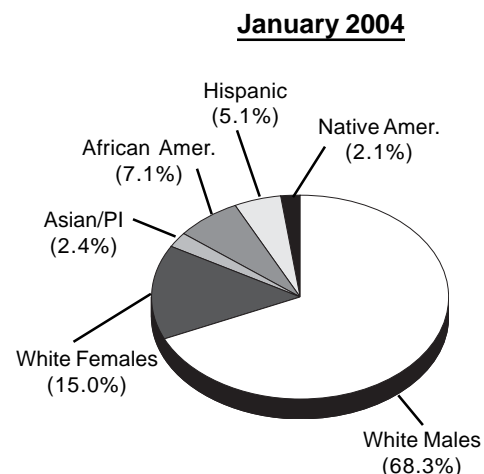
Technicians

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	3265	72.7	3267	71.8	2812	68.1
Persons w/Disabilities	250	5.6	261	5.7	256	6.2
Vietnam-Era Veteran	381	8.5	401	8.8	387	9.4
Disabled Veteran	65	1.4	67	1.5	53	1.3
Women	2221	49.5	2216	48.7	2074	50.2
Black	262	5.8	275	6.0	236	5.7
Asian/PI	287	6.4	299	6.6	220	5.3
Hispanic	175	3.9	173	3.8	165	4.0
Native American	78	1.7	87	1.9	77	1.9
Total Minority	802	17.9	834	18.3	698	16.9
Caucasian	3686	82.1	3718	81.7	3432	83.1
Total	4488		4552		4130	

Correctional Officers and Sergeants constitute almost 80 percent of our Protective Service Workers. As a percent of this job category, females have decreased over the past 5 years from 20.1% at I-200's inception to 17.4% today, while the actual number of females in Protective Service increased from 638 to 678, attributable to the expansion in correctional facilities.

Almost 8% of Protective Service Workers are in the Park Ranger or Fish & Wildlife Officer job classes and people of color are substantially underrepresented in these job classes.

Washington State also has approximately 150 Juvenile Rehabilitation Security Officers and 60 Security Guards in this job category. Persons with Disabilities have traditionally been underrepresented in Protective Service Workers.



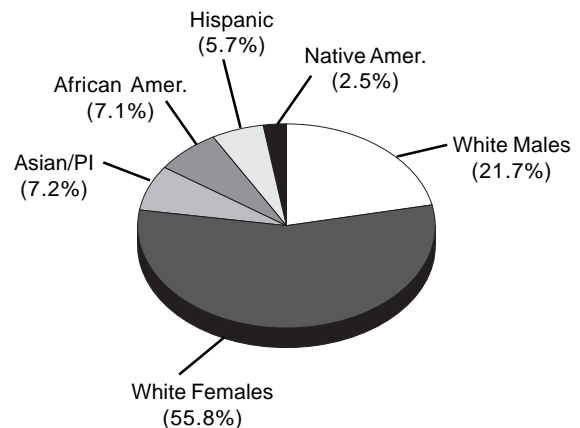
Protective Service Workers

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	2301	58.9	2230	59.2	1930	60.9
Persons w/Disabilities	95	2.4	94	2.5	105	3.3
Vietnam-Era Veteran	470	12.0	488	13.0	562	17.7
Disabled Veteran	78	2.0	74	2.0	69	2.2
Women	678	17.4	710	18.9	638	20.1
Black	276	7.1	261	6.9	229	7.2
Asian/PI	95	2.4	96	2.5	83	2.6
Hispanic	199	5.1	186	4.9	131	4.1
Native American	82	2.1	82	2.2	80	2.5
Total Minority	652	16.7	625	16.6	523	16.5
Caucasian	3254	83.3	3141	83.4	2647	83.5
Total	3906		3766		3170	

January 2004

More than a third of our paraprofessional workforce are Attendant Counselors; one in six is a Customer Service Specialist. Seventy-one percent of state paraprofessional positions are filled by females and minority representation in this job category is substantially higher than its overall posture (22.5% vs. 17.4%).

Other prominent job classes include Financial Service Specialists 1 and 2; Adult Training Specialists; and Human Resource Consultant Assistants.



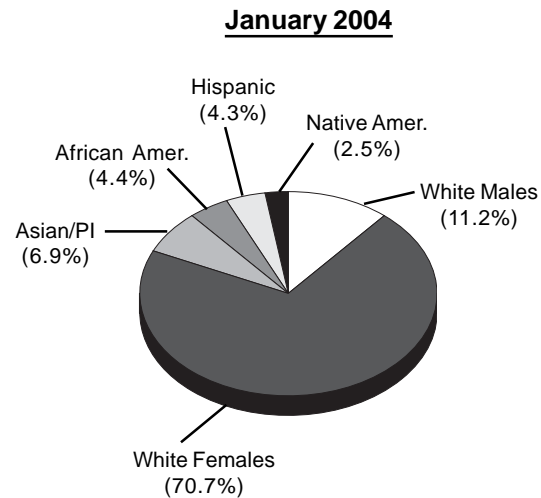
Paraprofessionals

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	2458	65.9	2424	65.1	2364	58.4
Persons w/Disabilities	262	7.0	283	7.6	356	8.8
Vietnam-Era Veterans	133	3.6	153	4.1	182	4.5
Disabled Veteran	24	0.6	19	0.5	27	0.7
Women	2651	71.1	2641	70.9	2918	72.1
Black	263	7.1	270	7.3	266	6.6
Asian /PI	270	7.2	274	7.4	277	6.8
Hispanic	213	5.7	214	5.7	246	6.1
Native American	94	2.5	102	2.7	117	2.9
Total Minority	840	22.5	860	23.1	906	22.4
Caucasian	2889	77.5	2863	76.9	3139	77.6
Total	3729		3723		4045	

The Office & Clerical job category has decreased by 510 persons since the implementation of Initiative 200 and 99 of these persons were people of color. While 290 of the overall decrease occurred this past year, only 5 were people of color, hence the most recent trend is positive. Of course, females are substantially concentrated in Office & Clerical job classes.

Office and Clerical remains the job category with the highest representation for Persons with Disabilities, however, this affected group continues to decline, including this past year.

More than 40 percent of this category are Office Assistants; an additional 25 percent have secretarial duties primarily.

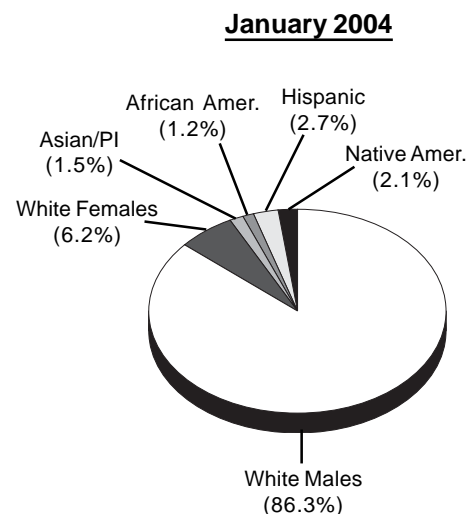


Office & Clerical

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	3787	66.9	3912	65.8	3991	64.7
Persons w/Disabilities	444	7.8	474	8.0	560	9.1
Vietnam-Era Veteran	161	2.8	181	3.0	236	3.8
Disabled Veteran	51	0.9	54	0.9	51	0.8
Women	4827	85.3	5109	85.9	5303	86.0
Black	247	4.4	232	3.9	264	4.3
Asian/PI	388	6.9	376	6.3	367	6.0
Hispanic	244	4.3	262	4.4	295	4.8
Native American	144	2.5	158	2.7	196	3.2
Total Minority	1023	18.1	1028	17.3	1122	18.2
Caucasian	4635	81.9	4920	82.7	5046	81.8
Total	5658		5948		6168	

Skilled Craft Workers consists largely of Maintenance Technicians, Equipment Mechanics and trades personnel of various skills. Skilled Craft positions in the state workforce are dominated by white males (86.3%) and provide fertile grounds for future efforts at diversification.

One "Skilled Craft Worker" in 10 is a Warehouse Supervisor or Worker. People of color are also substantially underrepresented in the aforementioned job classes.

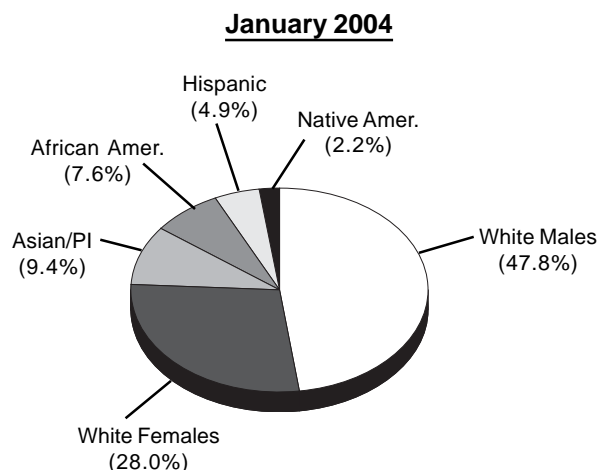


Skilled Craft Workers

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	2159	81.8	2153	82.1	1981	76.1
Persons w/Disabilities	121	4.6	132	5.0	155	6.0
Vietnam-Era Veterans	323	12.2	341	13.0	405	15.6
Disabled Veteran	22	0.8	20	0.8	29	1.1
Women	182	6.9	189	7.2	197	7.6
Black	32	1.2	40	1.5	46	1.8
Asian/PI	39	1.5	40	1.5	40	1.5
Hispanic	72	2.7	71	2.7	75	2.9
Native American	55	2.1	56	2.1	63	2.4
Total Minority	198	7.5	207	7.9	224	8.6
Caucasian	2441	92.5	2416	92.1	2378	91.4
Total	2639		2623		2602	

Approximately one worker in three in the Service – Maintenance job category is in Food Service and one in five is a Custodian. Minority representation is highest in this job category – almost 40 percent higher than overall minority representation.

Service Maintenance workers have declined by 99 employees since I-200 was implemented. Women are substantially underrepresented in the affected job classes, however, the aforementioned downsizing apparently did not aggravate their situation.



Service – Maintenance

	January 2004		January 2003		January 1999	
	#	%	#	%	#	%
Over 40	1200	75.9	1227	74.9	1184	70.5
Persons w/Disabilities	78	4.9	89	5.4	113	6.7
Vietnam-Era Veteran	144	9.1	154	9.4	191	11.4
Disabled Veteran	15	0.9	17	1.0	24	1.4
Women	592	37.5	597	36.4	609	36.3
Black	120	7.6	128	7.8	139	8.3
Asian/PI	149	9.4	149	9.1	138	8.2
Hispanic	78	4.9	89	5.4	85	5.1
Native American	34	2.2	35	2.1	44	2.6
Total Minority	381	24.1	401	24.5	406	24.2
Caucasian	1199	75.9	1237	75.5	1273	75.8
Total	1580		1638		1679	

General Government Agency Plan /Update Schedule for 2004

Agency	Plan or Update	Month Due
Administrative Hearings	Update	August
Agriculture	Update	August
Blind, School for	Update	February
CTED	Plan	March
Convention & Trade Center	Plan	October
Deaf, School for	Update	February
DSHS	Update	July
Ecology	Plan	October
Employment Security	Update	March
Fish & Wildlife	Plan	(Indefinite Extension Date)
General Administration	Plan	August
Information Services	Update	October
Insurance Commissioner	Plan	October
Labor & Industries	Plan	September
Licensing	Plan	October
Liquor Control Board	Update	March
Lottery	Plan	July
Military	Update	October
OFM	Update	August
Natural Resources	Update	October
Parks & Recreation	Update	February
Personnel	Update	February
Printing	Update	March
Retirement Systems	Update	October
Revenue	Plan	October
Secretary of State/Library	Update	March
SPI	Update	January
State Auditor	Update	June
Transportation	Update	August
Veterans Affairs	Plan	June

Governor's Affirmative Action Policy Committee (GAAPCom)

The Governor's Affirmative Action Policy Committee (GAAPCom) has jurisdiction in the area of employment for the development, approval, and oversight of affirmative action plans. The Committee also advises the Governor on state affirmative action policies, submits annual reports outlining the progress of the state in meeting its affirmative action goals, and recommends items for further action.



**Lourdes E. (Alfie)
Alvarado-Ramos**

Assistant Director,
Department of Veterans
Affairs.

Assignments

Administrative Hearings
Attorney General
Centralia College
Financial Institutions
General Administration
Labor & Industries
Military
South Puget Sound CC
University of Washington



Tina Peterson

Labor Negotiator within
the Office of Financial
Management.

Assignments

BIIA
Services for the Blind
Evergreen State College
Fish & Wildlife
Revenue
Secretary of State
State Board of Community
& Technical Colleges



Dr. Osman L. Alawiye

Chair, Department of
Curriculum and
Supervision, Central
Washington University.

Assignments

Big Bend Comm. College
Columbia Basin CC
Convention & Trade Ctr.
Lake Washington Tech.
Walla Walla CC
Wenatchee Valley College
Yakima Valley CC



Dr. Helen Remick

Assistant Provost for Equal
Opportunity, University of
Washington.

Assignments

DSHS
Cascadia College
Insurance Commissioner
Seattle CC District
Shoreline CC
Western Washington Univ.



Gene Matt

State Personnel Director.

Assignments*

Bates Technical College
CTED
Employment Security
Gambling Commission
Lower Columbia College
Natural Resources
OFM
Printing

*Designee



Scott Sherman

GAAPCom tour concluded in 2003.

Assignments

Green River CC
Health Care Authority
Higher Educ. CB
Highline CC
Liquor Control Board
Personnel



Atty. Lee Lambert

Associate Vice President
for Human Resources and
Legal Affairs, Centralia
College.

Assignments

Agriculture
Bellingham Tech. College
Clover Park Tech. College
Ecology
Edmonds CC
Lottery
Peninsula College
Tacoma CC



Jennifer Scott

Assistant Director of the
Northwest Indian Applied
Research Institute at The
Evergreen State College.

Assignments

State Auditor
Licensing
Olympic College
Pierce College
Transportation
Veterans Affairs



Atty. Ketu Shah

Attorney and Counselor
at Law.

Assignments

Blind/Deaf Schools
Clark College
Grays Harbor College
Parks & Recreation
Washington State Univ.



Rob Fukai, Chair

Director, Washington State
Department of General
Administration.

Assignments

Corrections
DIS
EWU
Health
SPI
Spokane CC
UTC
WSP

Pending Assignments

Bellevue CC
CWU
Everett CC
Renton Tech. College
Retirement
Skagit Valley College
Treasurer
Whatcom CC

Higher Education Diversity by Institution Size

INSTITUTION	Percent Minority		Minority Count		Total Count	
	Fall 03	Fall 02	Fall 03	Fall 02	Fall 03	Fall 02
4-Year Institutions						
University of WA	26.9	26.3	6,855	6,471	25,528	24,590
Evergreen State College	22.8	23.9	147	155	645	649
Western WA University	11.8	11.6	178	186	1,511	1,608
Central WA University	11.1	10.9	131	124	1,183	1,141
Eastern WA University	9.9	9.0	115	105	1,162	1,166
WA State University	9.2*	10.0	502*	544	5,455*	5,459
Community Colleges						
Staff = 50 to 399						
Tacoma	20.7	20.2	67	66	323	326
Cascadia	20.0	17.6	15	13	75	74
Columbia Basin	19.3	17.6	63	57	327	324
South Puget Sound	17.6	17.6	46	46	262	262
Olympic	16.3	16.7	49	50	300	299
Yakima	15.8	17.4	47	51	298	293
Peninsula	12.6	13.8	23	26	183	188
Everett	12.4	12.3	43	41	346	333
Big Bend	11.6	7.7	20	12	172	156
Skagit Valley	11.0	9.9	37	33	337	335
Walla Walla	10.4	9.0	28	24	269	266
Whatcom	10.2	10.4	17	17	166	164
Wenatchee Valley	9.8	9.6	17	16	174	167
Centralia	7.5	6.8	15	13	199	192
Lower Columbia	6.8	6.8	19	19	278	280
Grays Harbor	4.9	4.4	7	6	144	135

Diversity by Institution Size (continued)

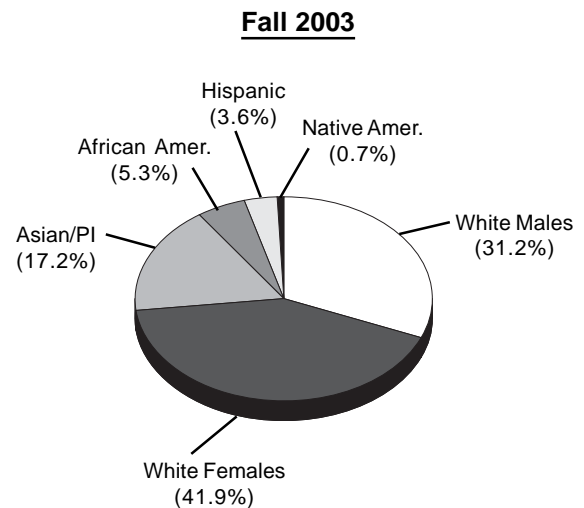
INSTITUTION	Percent Minority		Minority Count		Total Count	
	Fall 03	Fall 02	Fall 03	Fall 02	Fall 03	Fall 02
Community Colleges (cont.)						
Staff = 400 to 599						
Highline	21.0	20.6	82	83	391	402
Pierce	20.7	21.0	82	84	396	400
Shoreline	20.6	20.1	81	78	394	388
Edmonds	16.5	15.4	84	76	510	495
Green River	16.3	14.0	65	56	400	400
Clark	9.6	9.5	42	41	436	431
Staff = 600+						
Seattle	36.5	35.9	393	385	1,076	1,072
Bellevue	21.2	20.9	126	126	595	602
Spokane	11.0	10.6	118	115	1,072	1,088
Technical Colleges						
Bates	19.2	19.1	70	67	365	350
Renton	19.1	19.2	49	49	256	255
Lake Washington	16.7	17.1	34	34	203	199
Clover Park	14.7	14.7	40	39	272	265
Bellingham	9.0	6.3	12	8	134	128
Administrative						
Center for Info Services	10.4	13.9	7	11	67	79
State Board CTC	7.1	9.2	6	8	85	87

*Estimate

Institutional Diversity by Affected Group

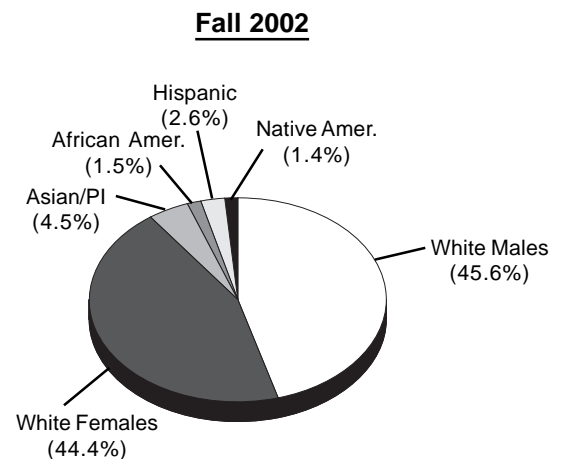
University of Washington

	#	%
Over 40	14,979	58.7
Persons w/Disabilities	520	2.0
Vietnam-era Veterans	718	2.8
Disabled Veteran	63	0.2
Women	14,830	58.1
Black	1,346	5.3
Asian/PI	4,392	17.2
Hispanic	929	3.6
Native American	188	0.7
Total Minority	6,855	26.9
Caucasian	18,673	73.1
Total	25,528	



Washington State University

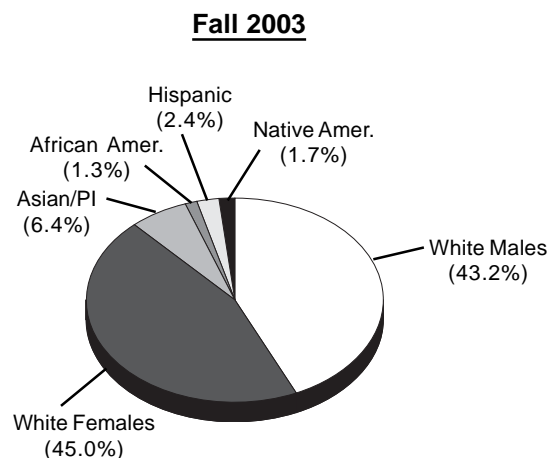
	#	%
Over 40	3,828	70.1
Persons w/Disabilities	186	3.4
Vietnam-Era Veteran	274	5.0
Disabled Veteran	16	0.3
Women	2,675	49.0
Black	81	1.5
Asian/PI	243	4.5
Hispanic	141	2.6
Native American	79	1.4
Total Minority	544	10.0
Caucasian	4,915	90.0
Total	5,459	



Institutional Diversity by Affected Group (continued)

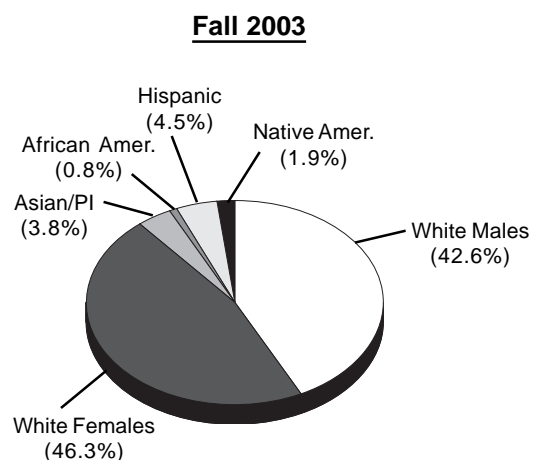
Western Washington University

	#	%
Over 40	1,179	78.0
Persons w/Disabilities	74	4.9
Vietnam-Era Veteran	80	5.3
Disabled Veteran	9	0.6
Women	768	50.8
Black	20	1.3
Asian/PI	97	6.4
Hispanic	36	2.4
Native American	25	1.7
Total Minority	178	11.8
Caucasian	1,333	88.2
Total	1,511	



Central Washington University

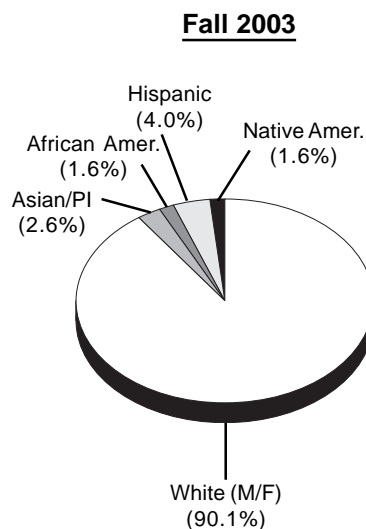
	#	%
Over 40	923	78.0
Persons w/Disabilities	56	4.7
Vietnam-Era Veteran	70	5.9
Disabled Veteran	8	0.7
Women	609	51.5
Black	10	0.8
Asian/PI	45	3.8
Hispanic	53	4.5
Native American	23	1.9
Total Minority	131	11.1
Caucasian	1,052	88.9
Total	1,183	



Institutional Diversity by Affected Group (continued)

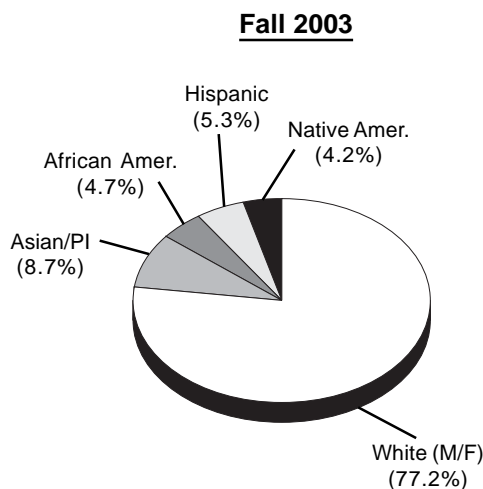
Eastern Washington University

	#	%
Over 40	880	75.7
Persons w/Disabilities	26	2.2
Vietnam-Era Veteran	80	6.9
Disabled Veteran	10	0.9
Women	599	51.5
Black	19	1.6
Asian/PI	30	2.6
Hispanic	47	4.0
Native American	19	1.6
Total Minority	115	9.9
Caucasian	1,047	90.1
Total	1,162	



The Evergreen State College

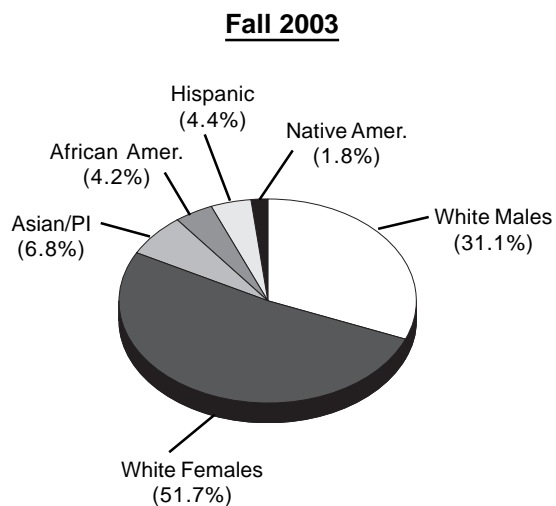
	#	%
Persons w/Disabilities	24	3.7
Vietnam-Era Veterans	38	5.9
Disabled Veteran	7	1.1
Women	339	52.6
Black	30	4.7
Asian/PI	56	8.7
Hispanic	34	5.3
Native American	27	4.2
Total Minority	147	22.8
Caucasian	498	77.2
Total	645	



Institutional Diversity by Affected Group (continued)

Community and Vocational Colleges

	#	%
Over 40	8,148	77.6
Persons w/Disabilities	230	2.2
Vietnam-Era Veteran	601	5.7
Disabled Veteran	71	0.7
Women	6,519	62.1
Black	443	4.2
Asian/PI	714	6.8
Hispanic	462	4.4
Native American	185	1.8
Total Minority	1,804	17.2
Caucasian	8,701	82.8
Total	10,505	



Higher Education Plan/Update Schedule for 2004

Institution	Plan Update	Remarks
Bates Technical College	2003 Update	In Review
Bellevue	2004 Update	Due April 2004 ¹
Bellingham Technical College	2004 Update	Due April 2004 ¹
Big Bend	2004 Plan ²	Due April 2004 ¹ (Includes 2002 Update)
Cascadia	2004 Update	Due April 2004 ¹ (Includes 2002 Plan)
Central Washington University	2004 Plan ²	Due April 2004 ¹
Centralia	2004 Plan ²	Due April 2004 ¹ (Includes 2002 Update)
Center for Information Services	2003 Plan ²	Not In
Clark College	2004 Update	Due April 2004 ¹
Clover Park	2004 Update	Due 02/13/04 (Includes 2002 Plan)
Columbia Basin College	2004 Plan ²	Due April 2004 ¹
Eastern Washington University	2003 Plan ²	Being finalized
Everett	2003 Plan ²	Not In
Evergreen State College	2003 Update	Not In
Grays Harbor College	2004 Update	Due April 2004 ¹
Green River Community College	2003 Update	Not In
Higher Ed Coordinating Board	2003 Plan ²	Not In
Highline Community College	2004 Plan ²	Due April 2004 ¹
Lake Washington Tech College	2004 Update	Due April 2004 ¹
Lower Columbia	2003 Plan	Triad 02/09/04
Olympic	2004 Update	Due 02/15/04 (Includes 2002 Plan)
Peninsula College	2004 Plan ²	Due April 2004 ¹
Pierce College	2003 Update	Not In
State Bd for Com & Tech Colleges	2004 Update	Due April 2004 ¹
Renton	2003 Update	Triad on 02/09/04
Seattle Community Colleges	2004 Plan ²	Due April 2004 ¹
Shoreline Community Colleges	2004 Update	Due April 2004 ¹
Skagit Community College	2003 Plan	Not In
Spokane	2003 Update	In review
Tacoma Community College	2004 Plan ²	Due April 2004 ¹
University of Washington	2003 Plan	In Review
Walla Walla	2003 Update	In Review
Washington State University	2003 Plan	Narrative due 02/27/04
Wenatchee	2003 Plan ²	Due September 2004
Western Washington University	2004 Update	Due April 2004 ¹
Whatcom	2004 Update	In Review (Incorporates 2002 Plan)
Yakima Valley Community College	2004 Update	Due April 2004 ¹

Footnotes: ¹ Standard submittal date.

² May be submitted as an Update to previous plan.

GAAPCom Kudos & Recommendations

Kudos

- The GAAPCom commends the Washington State Faculty and Staff of Color in Higher Education conference planning committee. In 1996, this dedicated group of educators of color, with no budget, organized a conference that was unique in the nation, a three-day conference presented by educators of color about the issues most relevant to people of color in our state's colleges and universities. Now a highly valued, self-sustaining, annual event, the conference provides programs for professional development, explores issues such as culturally appropriate curriculum and pedagogy, and supports student, staff, and faculty retention by fostering communication, relationship, and camaraderie for all who attend.

The GAAPCom lauds the planning group for their exemplary vision, sustained leadership, and personal investment in the success of Washington State's communities of color.

- The GAAPCom commends Debbie Poston, Human Resource Consultant in the Department of General Administration, for the extensive diversity recruitment resources she has compiled and shared with state agencies and institutions. Due to constant changes in the field, resource directories have always presented a challenge for diversity recruitment. The electronic directory developed by Ms. Poston identifies detailed resources across a wide range of job classes and covers all of our affirmative action groups. At the request of the GAAPCom, it is being disseminated high and wide among state agencies and institutions and will be indexed at the Department of Personnel's diversity web site for universal dissemination.

Periodic updating of this resource listing will also be disseminated to state agencies and institutions. Well Done Debbie!

- The GAAPCom commends the Diversity Assessment Committee of Washington State Community and Technical Colleges for the comprehensive tool it created to measure the diversity efforts of these institutions. Led by Dr. Rhonda Quash Coats, Vice President of Student Services, South Puget Sound Community College, the Committee developed an eight dimensional framework for diversity assessment and planning for students of color.

This multi-faceted tool allows schools to assess their effectiveness in promoting and supporting the academic achievements of students of color by examining issues such as student access, the impact of faculty and administration, instruction itself, student services, and the physical environment. It is a flexible system that can be adapted to each institution's situation and therefore it provides an excellent framework for answering the question "are we making a difference?"

Accolades to the Multicultural Student Services Directors Council, the Student Services Commission, the Instruction Commission, and Institutional Researchers for a well-developed and instrumental product.

(continued on page 19)

GAAPCom Kudos & Recommendations (continued)

Recommendations

- Agencies and higher education institutions of Washington state rely almost solely on the Multi-Factor Analysis Software Program (MFASYS) to develop their affirmative action plans and the relevant updates. This software program is in dire need of upgrading to reflect the factors of computation presently required by the federal government as well as to incorporate occupational data from Census 2000.

Accomplishment of this upgrade is, beyond doubt, the most urgent operational issue facing the state's affirmative action program. At least one of the larger state agencies recognizes this fact and has offered to share in the cost of this upgrade.

The GAAPCom recommends, in the strongest terms, that urgent and deliberate steps be taken to update and upgrade the MFASYS.

- The projected, comprehensive changes to the Washington state human resource management system will certainly substantially impact our affirmative action program. Processes related to application, testing and assessment, selection, and ultimate appointment must be constantly evaluated in terms of fairness and equity. In addition, competitive contracting decisions could affect our state's employee profile.

We have achieved good diversity in the present state workforce, utilizing the highly structured system that is currently under modification. While the flexibility sought is always a desired goal, in the public arena lack of structure in employee selections can be disastrous.

The GAAPCom recommends that the strictest scrutiny be given to each stage of the recruitment, selection, and competitive contracting processes to ensure equal opportunity is provided to all affirmative action affected groups. Procedures having an adverse impact on an affected group can be discriminatory – regardless of the employer's motives.

- The GAAPCom notes what appears to be a sharp increase in the Officials & Administrators job category. Except for the past year, this category has increased substantially since passage of Initiative 200. It is believed that this "increase" is more apparent than real—that it reflects the methodology of including all WMS appointments in the category even though many of the positions involved were not previously managerial but professional.

The GAAPCom recommends that the Department of Personnel review this practice with a view toward assigning the appropriate WMS positions to the Professional job category vis-a-vis Officials & Administrators.

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